

## **JUSTIFICATION FOR OTHER THAN FULL AND OPEN COMPETITION**

### **1. Identification of Agency and Contracting Activity**

This Justification and Approval (J&A) for Other Than Full and Open Competition is executed by the Acquisition Services-Frederick (AS-F), Frederick, MD, on behalf of the Department of Veterans Affairs (VA), Office of Human Resources and Administration (OHR&A) Veterans Employment Service Office (VESO).

### **2. Nature/Description of Action**

This activity proposes to negotiate a noncompetitive award (sole source) with R3 Government Solutions, LLC., for the procurement of HR support services during VESO Veterans hiring events.

### **3. Description of Supplies/Services**

VESO's Human Resources Staffing Team provides end-to-end HR staffing services to Hiring Managers throughout VA. The Team provides guidance and oversight to HR professionals in the field regarding Veteran Hiring. The Team is looking to transform and improve the Veteran hiring process for their serviced population.

The purpose of this project is to provide temporary support services to VESO so that it can efficiently and effectively classify and staff Veteran positions within the VA and Federal Government.

The Contractor shall provide classification, staffing, and consulting services to assist VA/VESO in the classification of positions; the assessment and referral of Veteran candidates for multiple occupations, locations, and grade levels; and the staffing support needed to assist VESO in the execution of Veteran Hiring Events to include:

- a. **Program Management Support** – Conduct Program Management Support and the Contractor shall develop a Program Management Plan (PMP), inclusive of a master project schedule, in Microsoft Project digital file (mmp) format, in accordance with current VA standards.
- b. **Position Classification Services** – Support VESO to process classification actions.
- c. **Assessment/Qualifications and Referral** – Work with VESO HR Staffing Team to develop assessment questionnaire, publicize vacancies, and provide referral lists of highly qualified Veteran candidates for a variety of Title 5 and 38 occupations and grade levels.
- d. **Staffing Operating Procedures and Guidance** – Provide consultative advisory and support services for developing and implementing VESO operating procedures and guidance related to Veteran staffing and placement.
- e. **Training** – Assist VESO staff by developing training and training materials on VESO staffing procedures, present training materials on federal wide implementation of VA for Vets to other agencies. On an as needed basis deliver training to internal and external VA audiences.

The proposed total contract cost is [REDACTED] with no option periods. The period of performance is twelve months from the effective date.

### **4. Identification of Statutory Authority**

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The statutory exception permitting other than full and open competition for this acquisition is 41 U.S.C. § 253(c)(5), Authorized or Required by Statute, as implemented by FAR 6.302-5. The applicable statute is PL 109-461, Veterans First Contracting Program (codified at 38 U.S.C. §§ 8127 and 8128).

### **5. Demonstration of Contractor's Unique Qualifications**

R3 Government Solutions, LLC, is a Service Disabled Veteran Owned Small Business (SDVOSB) verified in Vet Biz.gov, under NAICS code 541612 and information provided in System for Award Management (SAM). R3 Government Solutions has significant experience with planning and executing events for both Federal and Department of Defense agencies similar to those of the VA. R3 Government Solutions will be determined responsible in accordance with FAR 9.104-1 prior to award.

### **6. Description of Efforts Made to Ensure Offers are Solicited From as Many Potential Sources as Practicable**

A notice of intent will be published in the Federal Business Opportunities system.

### **7. Determination of Fair and Reasonable Prices**

No award shall be made until the Contracting Officer determines the price to the Government to be fair and reasonable. This determination will be based on a comparison of the offeror's price proposal to the Government IGCE which is based on an average of rates from GSA schedule 738X for SDVOSBs.

### **8. Description of Market Survey**

Although this is being conducted as sole source procurement, market research was conducted to develop an Independent Government Cost Estimate and to determine R3 Government Solutions as capable of providing services outlined in paragraph 3. Market Research was conducted in three phases. In the first phase, VESO Program Office searched the VETSBIZ website for Service-Disabled Veteran-Owned Small Business (SDVOSB) firms under the NAICS code for HR Consulting. The NAICS codes used for the market research were 541612 – HR Consulting. The original listing contained 174 companies. The second phase involved reviewing company websites to confirm the area of business and alignment to VESO's requirements. In the third phase, a set of market research questions were issued to twelve SDVOSB companies. After reviewing R3 Government Solutions responses, it was determined R3 Government has extensive past performance in strategic planning, project management, examining, job staffing, and analysis/classification. VESO determined that a single SDVOSB firm, R3 Government Solutions, LLC, best meets VA's requirements.

### **9. Other Facts Supporting the Use of Other than Full and Open Competition**

In accordance with VAAR 819.7007(b), the contracting officer's determination whether to make a sole source award is a business decision wholly within the discretion of the contracting officer. A determination that only one SDVOSB concern is available to meet the requirement is not required.

### **10. Listing of Interested Sources.**

Not applicable.

### **11. Actions Taken to Remove Barriers to Competition**

All future requirements will be handled on a case-by-case basis.